

Proposed Tentative Agreement on Major Terms

- Compensation:** 16% (17% compounded)
Average PSRP pay increase of nearly 40% during the contract
- 9.0% increase in starting salaries for PSRP grades GA1, GA2, GA3, GB1, GB2, GB3, and G03
 - 5.0% increase in starting salaries for PSRP grades G04 and G05
 - Educational lanes for all PSRPs
 - Increases in salary grade for HSNs and LPNs
- Staffing:** **Enforceable staffing increases:**
- Social Workers: 209 additional social worker positions by July 30, 2023
A social worker assigned to every school.
- Nurses: 250 additional nursing positions by July 30, 2023
A nurse assigned to every school
- Case Managers: 180 additional case manager positions by July 30, 2023
280 case managers by the end of the term of the contract
- Equity positions: 120 new positions by 2022-23 school year for highest needs schools, including counselors, restorative justice coordinators, and librarians
- Clinicians: Maintain at least current clinician staffing levels
- Additional staffing increases:**
- Bilingual ELPTs: increases in dedicated ELPT program supports and stipends
- STLS Support: full time position in all schools with 75 or more STLS and 2 full time positions in all schools with 140 or more STLS
- Staffing Pipeline:** \$2.5 million in recruitment and training programs for clinicians
\$2 million in tuition and licensure for nurses
Increased investments in 'grow your own' teacher pipeline programs
50% tuition reimbursement for EL and bilingual endorsement programs
- Class Size:** \$25 million to be used to reduce oversized classrooms K-12 across the district, prioritizing schools serving the most vulnerable students. Joint CTU/CPS Council with enforcement authority to reduce class sizes.
- Sports:** Sports Committee with an annual budget of \$5 million for increases to coaching stipends and new equipment/resources
- Term:** 5 years
- Health Care:** No plan changes to health insurance and reductions in co-pays for mental health services and physical therapy.

CPS is willing to invest \$35 million in class size supports, \$10 million above the last offer set forth above, and provide an additional \$5 million for pay increases for teachers on Steps 14 and higher, along with its current offers above and all of the tentative agreements reached, in exchange for the CTU dropping its remaining outstanding proposals.